

Personnel Items for the Joint Medical and Personnel Report on the Agency
"Program for the Prevention and Treatment of Alcoholism"

1. Since the inception of the program in late March 1972 the Office of Personnel has attempted to advise supervisors to refrain from making a diagnosis of alcoholism. Instead they were advised to observe absentee patterns, changes in behavior, changes in work performance and any other signs that might point to potential or immediate problems. If and when normal supervisory practices do not appear to correct the problem, the employee should then be referred to the Office of Medical Services or the Office of Personnel where the proper diagnosis of the problem might be made.
2. The Agency is prepared to work closely with the Washington Hospital Center and its Counseling Center for Alcohol Abuse. The Hospital has an expanded program for helping Federal employees with an alcohol problem. (See attached copy of a letter from the Washington Hospital Center.)
3. The Agency has purchased a film entitled "The Other Guy" which depicts a family man going through the later stages of alcoholism. Throughout the film Senator Hughes and various doctors and psychiatrists give important information concerning alcohol abuse and alcoholism. During the next several months it is planned to show this film to Agency employees. It will also be used by the Office of Training in certain course work.
4. Representatives of the Office of Personnel and Office of Medical Services spoke to Personnel Officers in September 1972 concerning the Agency's program. The session lasted for more than an hour. It is the general feeling that further sessions would be helpful.

5. Fourteen cases involving excessive use of alcohol have been referred to the Office of Personnel since issuance of [REDACTED] "Program for the Prevention and Treatment of Alcoholism" dated 21 March 1972. Thirteen of these employees have been warned that a further incident involving alcohol could result in their termination. As of this date eleven of these employees are still on the rolls of CIA; one was recommended for disability retirement as the result of a second drinking incident; one was found not fit for duty and applied for disability retirement; and one employee died. Eleven of these employees have been the subject of Personnel Evaluation Board meetings; six were returned short of tour from overseas stations; and four were referred to the Office of Personnel due to hospitalization resulting from overindulgence in alcohol. The average age of the fourteen employees is forty-two; average grade is GS-12; and average length of service is fourteen years.

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6. Several Agency employees have indicated that they are members of AA and know other Agency employees that are also members. In a recent case two Agency members of AA have attempted at the request of the Office of Personnel to sell the program to a third Agency employee who is currently undergoing his "last chance" warning. At this time it is felt that a contribution can be made to the Agency program by rehabilitated alcoholics within the Agency.